WOMEN

IN THE

LABOR FORCE

MARCH 1981

PREPARED BY
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RESEARCH AND STATISTICS
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I. PROFILE OF THE FEMALE LABOR FORCE

During 1980, it is estimated that 49.1 percent of the South Dakota female population 16 years of age and over were working or actively seeking work. This compares to the 40.4 percent recorded during the 1970 census. Commonly called the labor force participation rate (LFPR), this rate compares closely to the national rate which is over 51 percent. It is projected that during the next decade this figure will approach 2/3 of the female population 16 years old and over.

Nationally, the age group that had the most women working were those 18 to 19 years old. This was followed by those in the 25 to 34 and 34 to 44 age groupings. Progressively, the LFPR decreased for those women over 45 years of age but 8.0 percent of the female labor force over the age of 65 were still participants in 1980. Almost 50 percent of all married women were in the labor force during 1980 and nearly 60 percent of females who maintained families were in the labor force. Studies indicate that the higher educational attainment women have, the more likely they are to be a part of the labor force.

There are a great number of reasons for women joining the labor market in ever-increasing numbers. Foremost, financial necessity is a prime consideration. Double digit inflation has prompted many women to seek work in order to maintain their family standard of living. The meteoric rise in the divorce rate and resultant female head of family status, along with widowed and never-married, has prompted this group of women to have the highest LFPR of all participants. The coming of age of the baby boom of the fifties has resulted in an oversupply of workers in that age group, with a corresponding decrease in average earnings creating a need for two income families. Other women may work only to supplement income for such needs as financing a college education, create a savings account or purchase luxuries.

Although not to the degree of financial necessity, probably the second main reason women seek employment is to enjoy the reward of personal fulfillment. More and more challenging jobs are opening up to women and they wish to become a part of that challenge. For some, the goal may be to become a part of the professional/technical/managerial field where women have been taking an increased share of the total employment. For others, a breakthrough into the traditional male-dominated industries, such as mining and construction, where monetary returns are greater than many jobs held by women, is the goal. The additonal education increasingly sought by women has encouraged the former whereas affirmative action and equal opportunities have helped the latter. However, the main thrust of increased female employment has occurred in the service-producing sector.

In some cases, work in the business world is simply a relief from routine housework. Labor saving devices have cut many of the time-consuming chores associated with household work and women are seeking an outlet for their energy.

II. PARTICIPATION IN THE LABOR FORCE

Following the national trend, the South Dakota female labor force participation rate (LFPR) increased substantially during the last score of years. The rate for all females increased from 32.2 percent in 1960 to 38.2 percent in 1970 and is estimated to be 49.1 percent in 1980. The 1980 national rate is slightly over 51 percent.

Table 1 below sets forth the change that occurred between the 1960 and 1970 decennial censuses among various segments of the female population.

TABLE 1
LABOR FORCE PARTICIPATION RATE 16 YEARS PLUS

SOUTH DAKOTA	1960	1970
Total Females	32.2	38.2
Single	50.0	45.3
Married, Husbands Present		
Total	28.0	37.6
With Own Children Under 6	19.3	29.6
Husbands Absent	41.4	41.3
Widowed	29.2	26.0
Divorced	66.6	66.5

Several interesting conclusions may be drawn from the above table. Very little change occurred for those females categorized as being divorced or married with husbands absent. Employment for those females may be more from necessity than simply a desire to work hence a small variation could be expected. The LFPR for widowed females showed a decrease during the 10 year period. A possible reason for that decline could be that male deaths with the passing of time included more males who had the opportunity to be covered by pension and retirement programs along with the acquisition of increased life insurance coverage. This would be as opposed to those males of prime working age during the depression of the '30s. An increase in government social programs would also be a factor, undoubtedly.

The increased LFPR for married women with husbands present probably represents, in the main, an economic factor. The need for a twin family income to maintain a status quo standard of living has necessitated the return to the labor force for many women and the hesitancy to leave it for others. The growth of child care centers has helped women with children in that respect. Present income tax laws encourage women to work through the child care allowance but the present tax structure penalizing the married couple taxwise should be revised.

Explaining the decline of the LFPR for single women would be more difficult. Girls have been postponing marriage to a later age. Also, many are classified as single although living in a married situation. These situations would raise the number of women classified as single over 16 years of age in the population and cause a corresponding decrease in the LFPR by those not seeking work.

Table 2 on the following page details the LFPR for females by age and race for the periods 1960, 1970 and estimated 1980.

TABLE 2
SOUTH DAKOTA
FEMALE LABOR FORCE PARTICIPATION RATES BY AGE
1960, 1970 and 1980

	Participation Rate		
TOTAL FEMALES	1960	1970	1980*
All Ages	32.2	38.2	49.1
16 and 17 Years	29.2	29.2	59.0
18 and 19	45.8	45.3	63.4
20 to 24	40.1	53.8	70.5
25 to 44	32.1	42.7	59.0
45 to 64	39.1	46.1	51.8
65 and over	12.5	11.7	10.4
WHITE FEMALES			
All Ages	32.5	38.4	49.6
16 and 17 Years	30.6	30.1	61.8
18 and 19 Years	47.3	46.7	66.3
20 to 24	40.8	54.4	72.1
25 to 44	32.3	42.8	59.8
45 to 64	39.4	46.2	52.0
65 and over	12.6	11.7	10.5
NONWHITE FEMALES			
All Ages	22.3	33.7	40.3
16 and 17 Years	8.5	15.8	27.3
18 and 19 Years	21.3	23.4	29.5
20 to 24	24.2	42.0	49.3
25 to 44	27.2	39.0	47.5
45 to 64	25.9	41.0	44.9
65 and Over	4.1	11.3	9.4

Source: 1960 and 1970 Census of population South Dakota.

* Estimated South Dakota Annual Planning Report No. 9.

III. CHARACTERISTICS OF FEMALE JOB SEEKERS

One of the main sources of available information with regard to the characteristics of job seekers is the Job Service Offices located throughout the State of South Dakota. The information obtained by characterizing applicants is very useful although some job seekers do not avail themselves of this professional service. In the past, there has been a shortage of professional people applying, whereas the poor, minority and disadvantaged may be overrepresented because of the many public assistance programs requiring registration at a Job Service Office. In addition, many persons obtain employment by answering newspaper ads, through friends and relatives or by direct application to employers. Regardless, the statistics obtained from Job Service applicants remain the main source of information in attempting to define the characteristics of job seekers.

During fiscal year 1980, whose term ran from October 1, 1979 to September 30, 1980, 48.5 percent of the 82,160 persons registered as Job Service applicants were female. Of the 39,812 female applicants, 78.7 percent were under 35 year of age. After age 35, the ratio of female applicants as compared to male increased to 51.8 percent, replacing the 47.6 percent figure for those under 35 years of age. Although the figure is diminishing yearly, there is still a substantial number of women who drop out of the labor force during their child-bearing years and then reenter when the children become school-aged. Reentrants, more than likely, account for this ratio about-face.

White females accounted for 83.4 percent of all active female applicants during fiscal year 1980. For those classified as minorities, American Indian/Alaskan native constituted the lion's share with 13.0 percent. This ratio is considerably higher than the 5-6 percent Indian population in South Dakota. Black (not Hispanic), Hispanic and Asian/Pacific Islanders each made up 0.4 percent of the female registrants. Approximately 2.3 percent of all females were unidentifiable as to racial origin. Urban female residents outnumbered their rural counterparts 52.5 percent to 47.5 percent. Rural residents are classified as those persons living in an urban area of less than 10,000 population.

The educational attainment of the female applicants surpassed that of male applicants, starting with a lesser percentage of those attending primary grades only and ending with a greater proportion of those having an excess of 12 years education. Consequently, the female share of total employment increased as educational longevity increased.

Slightly over a third of the registrants eligible for unemployment insurance benefits were female. Within the female applicants alone, 14.2 percent were eligible for benefits. To be eligible for benefits, one must have had employment with an organization covered under the unemployment insurance laws of South Dakota. In addition to the need for recent covered employment, termination of employment would have to meet certain conditions in order to qualify. Females who are new entrants or reentrants without recent employment, therefore, would not qualify for benefits. The amount of wages earned under covered employment, by formula, determine the amount of benefit payments. Those eligible who have only held part-time jobs may not qualify because of insufficient earnings or may receive reduced benefits.

Nearly one quarter of all persons registering with the South Dakota Job Service during fiscal year 1980 were classified as being economically disadvantaged. As could be expected, females accounted for a 27.8 percent share of all females with males showing a lower 20.8 percent rate for their category. These percentages translate to a figure showing 44.3 percent of the total disadvantaged persons to be male and 55.7 percent female. Participants in the CETA program were about evenly divided between men and women. One of the requirements of the WIN program is that all who receive aid for dependent children (AFDC) must sign up for the program. With that requirement in force, females far outnumbered the males in that program. An explanation of these programs that provide incentives for gainful employment will be covered later in this report. In line with the above, it follows that females drawing welfare benefits outnumbered male recipients five to one.

Tables 4 through 7 show the occupational attachment of experienced Job Service applicants for the month ending of each 1980 quarter. The male/female distribution was quite consistent with the exception of the period September 30 where females outnumbered male applicants. No explanation is offered for that fact as all occupations seemed to fare in the increased participation. Of course, this increased female participation could as well be caused by reduced male applicants.

At any rate, for the year, females predominated in the clerical, services and bench work occupational fields. This predominance, however, was not as pronounced as the male dominance in the machine trades, structural work, motor freight transportation and packaging/materials handling occupations where less than 10 percent were female-oriented. Part of the reason for the disparity between the median income of male and female workers is the occupational stratification of the workers.

TABLE 3
CHARACTERISTICS OF SD JOB SERVICE APPLICANTS
ACTIVE ANY TIME FURING THE PERIOD 10-1-79/9-30-80

			Vertical Distribution		Horizontal Distribution	
	Male	Female	Male	Female	Male	Female
TOTAL	42,348	39,812	100.0	100.0	51.5	48.5
AGE						
15-19	11,629	11,014	27.5	27.7	51.4	48.6
20-24	11,758	10,874	27.8	27.3	52.0	48.0
25-34	11,068	9,450	26.1	23.7	53.9	46.1
35-44	3,870	4,289	9.1	10.8	47.4	52.6
45-54	2,389	2,560	5.6	6.4	48.3	51.7
55-64	1,327	1,374	3.1	3.5	49.1	50.9
65 & Over	307	251	0.7	0.6	55.0	45.0
HIGHEST SCHOOL GRADE						
0-7	1,716	941	4.1	2.4	64.6	35.4
8-11	13,026	10,606	30.8	26.6	55.1	44.9
12	15,552	15,725	36.7	39.5	49.7	50.3
Over 12	12,054	12,540	28.5	31.5	49.0	51.0
RESIDENCE						
Urban	21,624	20,886	51.1	52.5	50.9	49.1
Rural	20,724	18,926	48.9	47.5	52.3	47.7
RACE						
White (Not Hispanic)	34,547	33,220	81.6	83.4	51.0	49.0
Black (Not Hispanic)	286	168	0.7	0.4	63.0	37.0
Hispanic	285	159	0.7	0.4	64.2	35.8
Amer. Indian/ Alaskan Native	5,988	5,180	14.1	13.0	53.6	46.4
Asian/Pacific Islander	233	170	0.6	0.4	57.8	42.2
INA	1,009	915	2.4	2.3	52.4	47.6
HANDICAPPED						
Physically Disabled	2,360	1,223	5.6	3.1	65.9	34.1
Mentally Retarded	145	70	0.3	0.2	67.4	32.6
Mentally Restored	294	103	0.7	0.3	74.1	25.9
ELIGIBLE U.I. CLAIMANT	9,979	5,652	23.6	14.2	63.8	36.2
ECON. DISADVANTAGED	8,810	11,058	20.8	27.8	44.3	55.7
CETA PARTICIPANT	2,572	2,788	6.1	7.0	48.0	52.0
WELFARE	941	4,836	2.2	12.1	16.3	83.7
WIN	335	4,205	0.8	10.6	7.4	92.6

SOURCE: SD Employment Security Automated Reporting System (ESARS) Table 6.

TABLE 4
SOUTH DAKOTA ACTIVE EXPERIENCED JOB SERVICE APPLICANTS
BY OCCUPATION AND SEX
AS OF MARCH 31, 1980

DOT CODE *	OCCUPATION AREA	Total	SEX		VERTICAL DISTRIBUTION		HORIZONTAL DISTRIBUTION	
			Male	Female	Male	Female	Male	Female
	Total	17,357	9,494	7,863	100.0	100.0	54.7	45.3
0-1	Professional, Technical, Managerial	2,814	1,506	1,308	15.9	16.6	53.5	46.5
20-24	Clerical	2,814	305	2,509	3.2	31.9	10.8	89.2
25-29	Sales	1,161	520	641	5.5	8.2	44.8	55.2
[illegible]	Domestic	697	203	494	2.1	6.3	29.1	70.9
31-39	Other Services	2,900	904	1,996	9.5	25.4	31.2	68.8
4	Farming, Fishery & Forestry	630	556	74	5.9	0.9	88.3	11.7
5	Processing	251	166	85	1.7	1.1	66.1	33.9
6	Machine Trades	589	538	51	5.7	0.6	91.3	8.7
7	Bench Work	585	168	417	1.8	5.3	28.7	71.3
8	Structural Work	3,082	2,954	128	31.1	1.6	95.8	4.2
90-91	Motor Freight Transportation	923	863	60	9.1	0.8	93.5	6.5
92	Packaging & Material Handling	837	753	84	7.9	1.1	90.0	10.0
93-97	Other Miscellaneous	74	58	16	0.6	0.2	78.4	21.6

* Dictionary of occupation titles.

SOURCE: SD Employment Security Automated Reporting System (ESARS) Tables 96.

TABLE 5
SOUTH DAKOTA ACTIVE EXPERIENCED JOB SERVICE APPLICANTS
BY OCCUPATION AND SEX
AS OF JUNE 30, 1980

DOT CODE *	OCCUPATION AREA	SEX			VERTICAL DISTRIBUTION		HORIZONTAL DISTRIBUTION	
		Total	Male	Female	Male	Female	Male	Female
	Total	20,922	11,255	9,667	100.0	100.0	53.8	46.2
0-1	Professional, Technical, Managerial	2,965	1,553	1,412	13.8	14.6	52.4	47.6
20-24	Clerical	3,450	373	3,077	3.3	31.8	10.8	89.2
25-29	Sales	1,416	682	734	6.1	7.6	48.2	51.8
30	Domestic	1,280	548	732	4.9	7.6	42.8	57.2
31-39	Other Services	3,879	1,224	2,655	10.9	27.5	31.6	68.4
4	Farming, Fishery & Forestry	1,010	838	172	7.4	1.8	83.0	17.0
5	Processing	207	122	85	1.1	0.9	58.9	41.1
6	Machine Trades	757	691	66	6.1	0.7	91.3	8.7
7	Bench Work	635	195	440	1.7	4.6	30.7	69.3
8	Structural Work	3,370	3,223	147	28.6	1.5	95.6	4.4
90-91	Motor Freight Transportation	873	823	50	7.3	6.5	94.3	5.7
92	Packaging & Material Handling	982	903	79	8.0	0.8	92.0	8.0
93-97	Other Miscellaneous	98	80	18	0.7	0.2	81.6	18.4

* Dictionary of occupation titles.

SOURCE: SD Employment Security Automated Reporting System (ESARS) Tables 96.

TABLE 6
SOUTH DAKOTA ACTIVE EXPERIENCED JOB SERVICE APPLICANTS
BY OCCUPATION AND SEX
AS OF SEPTEMBER 30, 1980

DOT CODE *	OCCUPATION AREA	SEX			VERTICAL DISTRIBUTION		HORIZONTAL DISTRIBUTION	
		Total	Male	Female	Male	Female	Male	Female
	Total	16,850	8,174	8,676	100.0	100.0	48.5	51.5
0-1	Professional, Technical, Managerial	2,268	1,132	1,136	13.1	13.8	49.9	50.1
20-24	Clerical	3,498	342	3,156	4.2	36.4	9.8	90.2
25-29	Sales	1,185	527	658	6.4	7.6	44.5	55.5
30	Domestic	862	321	541	3.9	6.2	37.2	62.8
31-39	Other Services	3,031	827	2,204	10.1	25.4	27.3	72.7
4	Farming, Fishery & Forestry	526	447	79	5.5	0.9	85.0	15.0
5	Processing	202	118	84	1.4	1.0	58.4	41.6
6	Machine Trades	595	538	57	6.6	0.7	90.4	9.6
7	Bench Work	683	183	500	2.2	5.8	26.8	73.2
8	Structural Work	2,359	2,244	115	27.5	1.3	95.1	4.9
90-91	Motor Freight Transportation	704	651	53	8.0	0.6	92.5	7.5
92	Packaging & Material Handling	849	773	76	9.5	0.9	91.0	9.0
93-97	Other Miscellaneous	88	71	17	0.9	0.2	80.7	19.3

* Dictionary of occupation titles.

SOURCE: SD Employment Security Automated Reporting System (ESARS) Tables 96.

TABLE 7
SOUTH DAKOTA ACTIVE EXPERIENCED JOB SERVICE APPLICANTS
BY OCCUPATION AND SEX
AS OF DECEMBER 31, 1980

DOT CODE *	OCCUPATION AREA	SEX			VERTICAL DISTRIBUTION		HORIZONTAL DISTRIBUTION	
		Total	Male	Female	Male	Female	Male	Female
	Total	17,444	9,730	7,714	100.0	100.0	55.8	44.2
0-1	Professional, Technical, Managerial	2,144	1,181	963	12.1	12.5	55.1	44.9
20-24	Clerical	2,848	315	2,533	3.2	32.8	11.1	88.9
25-29	Sales	1,188	610	578	6.3	7.5	51.3	48.7
30	Domestic	677	225	452	2.3	5.9	33.2	66.8
31-39	Other Services	3,151	965	2,186	9.9	28.3	30.6	69.4
4	Farming, Fishery & Forestry	582	512	70	5.3	0.9	88.0	12.0
5	Processing	306	216	90	2.2	1.2	70.6	29.4
6	Machine Trades	764	701	63	7.2	0.8	91.8	8.2
7	Bench Work	667	188	479	1.9	6.2	28.2	71.8
8	Structural Work	3,145	3,013	132	31.0	1.7	95.8	4.2
90-9.1	Motor Freight Transportation	961	907	54	9.3	0.7	94.4	5.6
92	Packaging & Material Handling	916	822	94	8.4	1.2	89.7	10.3
93-97	Other Miscellaneous	95	75	20	0.8	0.3	78.9	21.1

* Dictionary of occupation titles.

SOURCE: SD Employment Security Automated Reporting System (ESARS) Tables 96.

IV. OCCUPATIONAL AND INDUSTRY EMPLOYMENT

Despite the dramatic increase in women's labor force participation rates, women are still bound to historical employment patterns. Female employment during the last decade increased most rapidly in the service-producing sector where they were already concentrated. Efforts to penetrate male-dominated occupations are being made but progress has been slow. No immediate solution is in sight and large gains for those occupations are not anticipated for some time into the future.

Table 9 lists 30 female-dominated occupations averaged during the 1979 period. The percentages shown were obtained from the national household survey conducted by the Bureau of the Census commonly referred to as the Current Population Survey (CPS). Those figures show that 41.7 percent of the employed population of the United States were women. The female share of the 30 listed occupations comprise 57.8 percent of the total female employment. With few exceptions, as brought out later in this report, these occupations are generally in the low-pay class and subject to frequent turnover making it easier for the worker to move into and out of the labor force.

Tables 10 and 11 show the female occupational distribution of employment as detailed in the 1970 census and the 1975 Survey of Income and Education. The latter survey is the most comprehensive survey taken since the 1970 census and, for comparison purposes, is used extensively. Until the 1980 census figures are available, this survey and the Current Population Survey are the main sources of this type of information. Nationally, the Current Population Survey through its large respondent constituency provides a greater degree of authenticity and these figures are published monthly. Tables 12 and 13 provide a comparable distribution for the month of October, 1980.

Total figures show the female share of employment in South Dakota increased from 35.2 percent in 1970 to 37.9 percent in 1975. Presumably, this figure would exceed 40.0 percent today. The apparent aberration showing farm workers increasing would indicate a variation in the definition as to who would be included. Although the elimination of some farm workers from the 1975 survey would increase the participation percentage in the other categories, there is a distinct pattern discernible. Table 11 showing an age breakdown for the various occupational classifications does show a variation of employment participation for the different age groups.

A comparison of South Dakota Table 10 versus the United States Table 12 shows South Dakota to have a much larger proportion of service workers. Of all the classifications listed, the professional/technical and sales worker category would come the closest to being a match. This preponderance of service workers in South Dakota would have a detrimental effect upon the wage base when incorporated with the remaining occupational segments.

Tables 14 and 15 list certain male and female-dominated occupations. Certain occupations have been extracted from a report "South Dakota Employment Projections to 1985", available from this Department. Average annual expansion and replacement openings for the various occupations were projected along with an employment percentage change for the 10 year period 1976-1985. In conjunction with those figures, the percentage of female employment as recorded from the 1970 census was applied against those occupations categorized as male or female-dominated.

An analysis of the two tables show the male-dominated occupations to be heavily weighted on the professional and physical aspects. Unless a job required extraordinary physical exertion, many women could perform most of these jobs and, certainly, with the proper training, they could fill many of the professional jobs. A case in point may be auto mechanics where future job holders may have to be electronically trained and the repair of an automobile may simply be of a diagnostic nature with the solution to the problem the replacement of a diode. Automation has eliminated the physical aspects of many other blue collar occupations affording the opportunity for women to fill those positions.

The following table showing the South Dakota female share of employment by industry as recorded in the 1970 census and from the 1975 Survey of Income and Education, previously mentioned, emphasizes the increased role women have contributed to the labor force.

TABLE 8
Female Share of South Dakota Employment

	1970 Census	1975 S.I.E.
Mining/Construction	4.9%	5.7%
Manufacturing	25.2	30.2
Durable Goods	26.1	25.8
Nondurable Goods	24.5	34.0
Transp./Comm./Public Utilities	20.2	27.8
Wholesale/Retail Trade	40.6	56.1
Finance/Insurance/Real Estate	44.8	49.6
Services	62.2	71.9
Public Administration	34.3	41.8

The only category that did not show an increase in participation was for those employed in the nondurable manufacturing sector. Table 16 breaks down the 1970 census by the number of employed and in slightly greater detail. It is noted that 93.6 percent of the 1970 female employment was in the service producing sector so the percentage increases for the various industry classifications would necessarily have to take that distribution into consideration.

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Table 17 provides a breakdown of United States female employment for the 1970 period. Nationally, the goods-producing sector was much greater than that shown for South Dakota. Table 18 shows the national women's participation rate in that sector to be declining. With the much greater total employment participation, it is obvious that the service-producing sector commanded the greater share of that increase. The decade of the '70s saw increased manufacturing facilities choosing South Dakota for building plants, much of it female-oriented. This fact would indicate that South Dakota may not follow this national trend. When detailed 1980 census figures are released, accurate figures will be available.

TABLE 9
Women as a Percent of Total Employment
By Occupation - U. S. Totals 1/
1979 Annual Averages

Occupation	Category	(1,000) Total Employed	% Female
Total Employment		96,945	41.7
Secretary	Clerical	3,729	99.1
Private Household	Services	1,088	97.6
Receptionist	Clerical	600	97.2
Typist	Clerical	1,020	96.7
Dressmaker	Operative	109	95.4
Sewers/Stitchers	Operative	810	95.3
Teacher Aide	Clerical	350	93.4
Stenographer	Clerical	76	93.4
Nurse, Dietician, Therapist	Prof., Tech.	1,488	93.2
Demonstrators	Sales	88	93.2
Bank Teller	Clerical	493	92.9
Telephone Operators	Clerical	327	91.7
Bookkeeper	Clerical	1,910	91.1
Health Service Workers	Services	1,818	90.4
Billing Clerks	Clerical	162	90.1
Waiter/Waitress	Services	1,363	89.4
Cashier	Clerical	1,477	87.9
File Clerks	Clerical	305	86.6
Payroll Clerk/Timekeeper	Clerical	236	81.4
Library Worker	Clerical	165	79.4
Statistical Clerk	Clerical	400	78.8
Librarians, Archivists, Curators	Prof., Tech.	201	78.1
Counter Clerk	Clerical	362	77.9
Personal Service Workers	Service	1,772	77.3
Ironers/Pressers	Operative	116	76.7
Enumerators/Interviewers	Clerical	60	76.7
Office Machine Operators	Clerical	904	74.9
Decorators/Window Dressers	Crafts	129	72.9
Teachers (Except College)	Prof., Tech.	3,118	70.8
Retail Sales Clerks	Sales	2,362	70.7

1/ Employment and Earnings, January 1980

TABLE 10
Distribution of Female Employment by Occupation
1970 South Dakota Census

Occupation	Percent Share of Total
Total Female Employment 16 Years and Over	84,448
Percent	100.0
White Collar Workers	58.2
Professional & Technical	17.8
Managers & Administrators, Except Farm	4.6
Sales Workers	7.4
Clerical Workers	28.4
Blue Collar Workers	7.5
Craft & Kindred Workers	1.4
Operatives Except Transport	5.1
Transport Equipment Operatives	0.3
Nonfarm Laborers	0.7
Service Workers	30.9
Private Household Workers	4.9
Other Service Workers	26.0
Farm Workers	3.4
Farmers and Farm Managers	1.7
Farm Laborers & Supervisors	1.7

Source: 1970 South Dakota Census, Pc(1)-D43, Table 171

TABLE 11
Distribution of 1975 Female Employment by Age and Occupation
South Dakota

Occupation	16 Years and Over	16-24 Years	25-44 Years	45-64 Years	65 Years and Over
Total Female Employment 16 Years & Over	116,300	38,200	37,900	35,300	4,900
Percent	100.0	100.0	100.0	100.0	100.0
White Collar Workers	52.2	46.6	61.9	49.8	34.7
Prof./Tech./Kindred	13.1	9.4	16.4	13.3	16.3
Managers/Administrators Except Farm	6.1	2.4	7.7	8.2	6.1
Sales Workers	7.1	7.3	6.9	7.1	4.1
Clerical Workers	25.9	27.5	30.9	21.2	8.2
Blue Collar Workers	9.6	12.8	8.2	8.4	6.1
Craft & Kindred Workers	1.6	1.6	1.6	1.4	4.1
Operatives & Transport	6.8	8.6	6.3	5.9	2.0
Nonfarm Laborers	1.2	2.6	0.3	1.1	.0
Service Workers	27.8	32.5	20.3	28.9	44.9
Private Household Workers	4.0	5.8	2.1	3.4	10.2
Other Service Workers	23.8	26.7	18.2	25.5	34.7
Farm Workers	10.3	8.1	9.8	12.7	14.3

Note: Percentages may not add due to rounding.
Source: 1975 Survey of Income and Education

TABLE 12
Distribution of Total Female Employment by Occupation
United States
October 1980

Occupation	Percent Share Of Total
Total Female Employment 16 Years & Over (thousands)	41,807
Percent	100.0
White Collar Workers	65.6
Professional & Technical	17.0
Managers & Administrators, Except Farm	6.9
Sales Workers	7.0
Clerical Workers	34.7
Blue Collar Workers	13.8
Craft & Kindred Workers	1.9
Operatives Except Transport	10.1
Transport Equipment Operatives	.7
Nonfarm Laborers	1.2
Service Workers	19.3
Private Household Workers	2.5
Other Service Workers	16.8
Farm Workers	1.4
Farmers & Farm Managers	.4
Farm Laborers & Supervisors	1.0

Source: Employment and Earnings, November 1980, Table A-22
Note: Totals may not add to 100.0 percent due to rounding.

TABLE 13
Female Share of Total Employment by Occupation
United States (In Thousands)
October 1980

Occupation	Total Employed	Female Employment	Horizontal Distribution	Vertical Distribution
Total	97,933	41,807	42.7	100.0
White Collar Workers	51,329	27,412	53.4	65.6
Professional & Technical	15,891	7,113	44.8	17.0
Health Workers	2,909	1,963	67.5	4.7
Teachers, Except College	3,378	2,373	70.2	5.7
Other Professional & Technical	9,604	2,777	28.9	6.6
Managers & Administrators, Except Farm	11,013	2,899	26.3	6.9
Salaried Workers	9,074	2,424	26.7	5.8
Self-Employed Workers in Retail Trade	857	296	34.5	0.7
Self-Employed Workers, Except Retail Trade	1,081	179	16.6	0.4
Sales Workers	6,304	2,911	46.2	7.0
Retail Trade	3,217	2,088	64.9	5.0
Other Industries	3,087	823	26.7	2.0
Clerical Workers	18,121	14,489	80.0	34.7
Stenographers, Typists & Secretaries	5,017	4,945	98.6	11.8
Other Clerical Workers	13,104	9,544	72.8	22.8
Blue Collar Workers	30,841	5,749	18.6	13.8
Craft & Kindred Workers	12,595	775	6.2	1.9
Carpenters	1,221	16	1.3	*
Construction Craft Workers, Exc. Carpenters	2,752	49	1.8	0.1
Mechanics & Repairers	3,341	48	1.4	0.1
Metal Craft Workers	1,228	60	4.9	0.1
Blue Collar Work Supervisors, Not Elsewhere Classified	1,709	218	12.8	0.5
All Other	2,344	387	16.5	0.9
Operatives, Except Transport	10,418	4,211	40.4	10.1
Durable Goods Manufacturing	4,602	1,565	34.0	3.7
Nondurable Goods Manufacturing	3,252	1,904	58.5	4.6
Other Industries	2,564	743	29.0	1.8

* Less than 0.05 percent.

TABLE 13 Continued
Female Share of Total Employment by Occupation
United States (In Thousands)
October 1980

Occupation	Total Employed	Female Employment	Horizontal Distribution	Vertical Distribution
Blue Collar Workers Continued				
Transport Equipment Operatives	2,932	249	8.5	0.6
Drivers, Motor Vehicles	2,932	249	8.5	0.6
All Other	538	28	5.2	0.1
Nonfarm Laborers	4,358	485	11.1	1.2
Construction	768	28	3.6	0.1
Manufacturing	944	121	12.8	0.3
Other Industries	2,647	335	12.7	0.8
Service Workers	12,889	8,076	62.7	19.3
Private Household Workers	1,063	1,044	98.2	2.5
Service Workers, Except Private Household	11,826	7,032	59.5	16.8
Food Service Workers	4,512	3,040	67.4	7.3
Protective Service Workers	1,352	123	9.1	0.3
All Other	5,962	3,869	64.9	9.3
Farm Workers	2,873	570	19.8	1.4
Farmers and Farm Managers	1,583	164	10.4	0.4
Farm Laborers & Supervisors	1,291	406	31.4	1.0
Paid Workers	930	143	15.4	0.3
Unpaid Family Workers	361	263	72.9	0.6

Source: Employment and Earnings, November 1980, Table A-21
Totals may not add due to rounding.
* Less than 0.05 percent.

TABLE 14

Annual Average Expansion and Replacement Job Openings
for Selected Occupations 1976-1985
1970 South Dakota Female Occupational Census Share

Occupation	Average Annual Expansion Openings	Average Annual Replacement Openings	Employment Change 1976-1985	Percent Female In Occupation 1/
Male Dominated				
Mgrs., Administrators, Except Farm	765	1,155	+21.1	17.8
Truck Drivers	135	165	+21.5	2.0
Carpenters & Apprentices	130	280	+23.6	0.8
Bank, Financial Managers	70	70	+31.4	12.2
Excavating, Grading Machine Operator	60	65	+28.0	.0
Delivery & Route Workers	55	55	+19.3	2.4
Physicians, Dentists & Related Practitioners	45	40	+35.1	7.0
Welders & Flame Cutters	45	30	+33.9	1.6
Engineers	45	30	+30.3	1.4
Officials of Lodges, Unions	45	25	+48.3	15.5
Electricians & Apprentices	40	65	+21.1	0.5
Police & Detectives	40	50	+39.8	1.9
Plumbers, Pipefitters & Apprentices	40	40	+30.6	0.8
Bartenders	35	90	+19.5	29.8
Painters, Construction & Maintenance	35	75	+27.6	13.8
Heavy Equipment Mechanics, Inc. Diesel	35	60	+18.2	1.0
Lawyers	30	60	+27.4	2.4
Auto Mechanics & Apprentices	25	80	+ 6.3	1.2
Stock Clerks & Storekeepers	25	25	+21.9	24.5
Freight & Material Handlers	20	40	+12.5	3.2
Machinists	20	15	+35.7	1.0
School Administrators, Elem. & Secondary	15	45	+ 8.5	18.7
Personnel Labor Relations	15	20	+18.6	20.2
Drafters	15	5	+30.8	2.4
Janitors & Sextons	10	380	+ 2.0	16.3
Accountants	10	75	+ 7.6	32.2
Telephone Installers & Repairers	5	20	+ 5.3	1.8
Garage Workers & Gas Station Attendants	-5	75	- 2.3	4.2
Mine Operatives, NEC	-15	10	-12.0	0.7

1/ 1970 South Dakota Census, PC(1)D43, Table 170
NEC - Not Elsewhere Classified
Other Source: South Dakota Employment Projections to 1985, Report No. 4

TABLE 15
Annual Average Expansion and Replacement Job Openings
for Selected Occupations, 1976-1985
1970 South Dakota Female Occupational Census Share

Occupation	Average Annual Expansion Openings	Average Annual Replacement Openings	Employment Change 1976-1985	Percent Female In Occupation
Female Dominated				
Secretaries	345	355	+37.1	98.3
Clerical Workers, NEC	255	185	+81.6	81.6
Nurses Aides, Orderlies	230	280	+36.2	86.7
Cooks, Except Private	110	325	+18.2	79.6
Waiters	105	230	+14.1	95.7
Child Care Workers, Except Private	105	95	+68.8	94.4
Cashiers	100	140	+28.3	87.9
Bookkeepers	90	290	+12.0	84.9
Registered Nurses	90	90	+32.9	98.4
Teachers Aides, Except Monitors	85	65	+43.0	88.1
Assemblers	80	45	+65.8	67.9
Food Workers, NEC, Except Private	70	95	+31.0	83.6
Practical Nurses	60	55	+52.5	96.6
Receptionists	55	70	+28.2	97.8
Health Aides, Except Nursing	45	35	+59.4	89.3
Checkers, Examiners & Inspectors, Mfg.	40	20	+70.4	62.0
Dental Assistants	30	15	+65.8	98.3
Typists	25	55	N.A.	96.9
Clinical Lab Technologists, Technicians	25	15	+37.3	75.1
Hairdressers, Cosmetologists	15	80	+ 7.9	96.4
Bank Tellers	15	30	+12.5	92.0
Other Health Technologists, Technicians	10	20	+23.5	78.0
Billing Clerks	10	10	+45.4	81.4
Elementary School Teachers	0	330	- 0.1	87.0
Librarians	-5	30	- 7.4	81.4

1/ 1970 South Dakota Census, Pc(1) D43, Table 170
NEC - Not Elsewhere Classified
N.A. - Not Available
Other Source: South Dakota Employment Projections to 1985, Report No. 4

TABLE 16
Female Share of Nonagricultural Employment
by Industry for South Dakota
1970 Census

Industry	Total Employment	Female Employment	Horizontal Distribution	Vertical Distribution
Total	190,403	81,642	42.9	100.0
Goods Producing	33,063	5,206	15.7	6.4
Mining	2,285	119	5.2	0.1
Construction	13,050	627	4.8	0.8
Manufacturing	17,728	4,460	25.2	5.5
Durable	7,315	1,911	26.1	2.3
Nondurable	10,413	2,549	24.5	3.1
Service Producing	157,340	76,436	48.6	93.6
Transportation/Public Utilities	12,525	2,532	20.2	3.1
Trade	51,815	21,016	40.6	25.7
Wholesale	8,953	1,523	17.0	1.9
Retail	42,862	19,493	45.5	23.9
Finance/Insurance/Real Estate	8,616	3,861	44.8	4.7
Services	71,929	44,750	62.2	54.8
Government	12,455	4,277	34.3	5.2
Federal	6,389	2,086	32.6	2.6
State and Local	5,674	2,063	36.4	2.5
Allocated	392	128	32.7	0.2

Source: 1970 South Dakota Census, Pc(1)-D43, Table 184

TABLE 17
Female Share of Nonagricultural Establishment Employment
by Industry for the United States
1970 Annual Averages

Industry	Total Employment	Female Employment	Horizontal Distribution	Vertical Distribution
Total 1/	70,883	26,138	36.9	100.0
Goods Producing	23,583	5,676	24.1	21.7
Mining	623	37	5.9	0.1
Construction	3,589	186	5.2	0.7
Manufacturing	19,371	5,453	28.2	20.9
Durable	11,212	2,287	20.4	8.7
Nondurable	8,159	3,166	38.8	12.1
Service Producing	47,300	20,462	43.3	78.3
Transportation/Public Utilities	4,515	957	21.2	3.7
Trade	15,039	6,006	39.9	23.0
Wholesale	3,993	918	23.0	3.5
Retail	11,046	5,088	46.1	19.5
Finance/Insurance/Real Estate	3,646	1,907	52.3	7.3
Services	11,550	6,225	53.9	23.8
Government	12,550	5,367	42.8	20.5
Federal	2,727	723	26.5	2.8
State and Local	9,823	4,644	47.3	17.8

1/ In Thousands
Source: Employment and Earnings, Bulletin 1312-11

TABLE 18
Female Share of Nonagricultural Payroll Employment
by Industry for the United States
as of August 1980

Industry	Total Employment	Female Employment	Horizontal Distribution	Vertical Distribution
Total 1/	90,142	38,235	42.4	100.0
Goods Producing	25,312	6,728	26.6	17.6
Mining	1,013	107	10.6	0.3
Construction	4,359	384	8.8	1.0
Manufacturing 2/	19,940	6,237	31.3	16.3
Durable	11,860	2,922	24.6	7.6
Nondurable	8,080	3,315	41.0	8.7
Service Producing	64,830	31,507	48.6	82.4
Transportation/Public Utilities	5,129	1,291	25.2	3.4
Trade	20,589	9,008	43.8	23.6
Wholesale	5,263	1,363	25.9	3.6
Retail	15,326	7,645	49.9	20.0
Finance/Insurance/Real Estate	5,180	3,038	58.6	7.9
Services	17,788	10,435	58.7	27.3
Government	16,144	7,735	47.9	20.2
Federal	2,828	895	31.6	2.3
State and Local	13,316	6,840	51.4	17.9

1/ In Thousands
2/ Table 19 gives detailed breakdown.
Source: Employment and Earnings, November 1980, Tables B-4, B-5

TABLE 19
Female Share of Manufacturing Payroll Employment
United States
as of August 1980

Industry	Total Employment	Female Employment	Horizontal Distribution	Vertical Distribution
Total Manufacturing (Thousands)	19,940	6,237	31.3	100.0
Durable Goods	11,860	2,922	24.6	46.8
Lumber and Wood Products	662	99	15.0	1.6
Furniture & Fixtures	456	135	29.6	2.2
Stone, Clay & Glass Products	648	123	19.0	2.0
Primary Metal Industries	1,059	116	11.0	1.9
Fabricated Metal Products	1,569	326	20.8	5.2
Machinery, Except Electrical	2,437	482	19.8	7.7
Electric & Electronic Equipment	2,083	876	42.1	14.0
Transportation Equipment	1,840	280	15.2	4.5
Instruments & Related Products	697	294	42.2	4.7
Misc. Manufacturing Industries	409	191	46.7	3.1
Nondurable Goods	8,080	3,315	41.0	53.2
Food and Kindred Products	1,690	499	29.5	8.0
Tobacco Manufacturers	67	24	35.8	0.4
Textile Mill Products	851	405	47.6	6.5
Apparel & Other Textile Products	1,296	1,046	80.7	16.8
Paper and Allied Products	682	155	22.7	2.5
Printing and Publishing	1,266	500	39.5	8.0
Chemicals and Allied Products	1,100	276	25.1	4.4
Petroleum and Coal Products	208	29	13.9	0.5
Rubber & Misc. Plastic Products	680	237	34.9	3.8
Leather and Leather Products	240	144	60.0	2.3

Source: Employment and Earnings, November 1980, Tables B-4, B-5

V. EARNINGS AND INCOME

The fact that there is a great disparity in the earnings record of the male-female cohort is well recognized. Men out-earn women at every age. Various explanations are set forth citing reasons for the difference in the earning power of the sexes. A 1978 study showed this differential to be approximately 60 percent.

Foremost among the reasons for the difference in earnings is the concentration of women in a limited number of occupations. About one half of all working women are employed in fewer than 30 of the detailed census occupations. Table 15, previously included with occupational characteristics, details most of those occupations. Clustered in the service-producing sector of the economy, they usually represent the lower paying jobs. The table that follows indexes the average weekly earnings by industry as opposed to the percentage of females employed in those industries.

Table 20
Index of Average Weekly Earnings and
Presence of Female Workers - U.S. Totals
1980 Annual Averages *

Industry	Earnings Index	% Female
All Private Employment	100.0	42.4
Mining	168.7	13.5
Construction	156.3	8.0
Manufacturing	122.8	31.4
Durable	132.7	25.4
Nondurable	108.3	40.6
Apparel	68.8	77.8
Chemicals and Allied	146.3	26.7
Transportation/Comm./Public Utilities	149.6	25.2
Trade	74.8	46.4
Wholesale	114.1	25.8
Retail	62.7	51.4
Finance/Insurance/Real Estate	89.0	58.2
Services	81.1	61.3

* Employment and Earnings, January 1981

An inverse relationship between the index of wages and the female proportion of employment is apparent. Within a particular category such as nondurable manufacturing, differing segments may not be consistent. A case in point where total employment was nearly equal were the classifications apparel and chemical and allied products. This concentration of

women in stratified occupational and industry occupations would indicate a need to move away from those fields and enter the male dominated occupations in order to increase their earning power. However, the stereotyping of jobs discourages many women from attempting to break into the higher paying male occupations.

Another factor affecting the lower earnings rate for women is because on the average, they work fewer hours than men. There is, approximately, a 10 percent difference in the number of hours worked by full-time male and female employees. In addition, women fill a much larger proportion of part-time jobs as about 20 percent of the working women hold part-time jobs by preference. This is understandable as a 1975 study showed that although women put in fewer hours in paid employment, they put in much longer hours of unpaid work at home. This study showed that men, among working couples, spent about 9 hours on family care per week whereas the female component spent approximately 29 hours in unpaid family work.

In line with family responsibilities, women have a much greater tendency to interrupt their careers to attend to those responsibilities. Childbearing remains the domain of the female sex and there is no regulation that can change that. In addition to taking time out during childbirth, many women prefer to remove themselves from the labor force during the early years of their children. Shorter working tenure, together with shorter worklife, results in lower skills and less seniority making for lower earnings. The fact that single and unmarried women in the 25 to 54 year age group command an additional 15 percent in median earnings would tend to bear out this fact.

Educationwise, years of schooling are nearly equal for men and women. The difference, perhaps, lies in the field of endeavor chosen by the participants. Women still predominate in the health and teaching fields whereas many more men choose professions such as doctors, lawyers, engineers, architects, and so forth. In addition, many of those obtaining a liberal arts education, both male and female, find themselves unable to find work in their chosen field and, consequently, enter the stereotyped male-female job market. In reality then, returns for education have been less for women than for men.

The foregoing is merely an attempt to explain why the male-female differential exists. No solution to the problem will be professed in this article except to say that individuals should assess their career goals and make every effort to attain those goals. The emergence of many women from behind the cloak of discrimination, accelerated during the past decade, indicates progress is being made.

Historically, Table 21 provides information relative to South Dakota male-female earnings as recorded from the 1970 census. Tables 22 and 23 show the average placement wages of positions filled through the auspices of the South Dakota Job Service. When interpreting Table 23, showing the percentage of the female average placement wage to the total average, the inclusion of the female wage in the total results in a lesser average than if the male average wage, alone, was shown. The source for this

table does not show the male wage separately for various occupations, but, as an average placement wage for men only the rate was $3.91 and that compares to the $3.61 average placement wage with females recording a rate of $3.13. This difference should be recognized in analyzing this table. Table 24 shows the characteristics of male-female Job Service placements for fiscal year 1980.

TABLE 21
1969 Earnings in the Experienced Labor Force
by Occupation and Sex
State of South Dakota

Occupations	Males with Earnings	MEDIAN EARNINGS		Females with Earnings	MEDIAN EARNINGS	
		All Earners	Worked 50 to 52 Weeks		All Earners	Worked 50 to 52 Weeks
Total	157,085	$5,811	$6,527	79,740	$2,533	$3,489
Professional, Tech., & Related	15,569	8,309	9,135	14,589	4,845	5,565
Accountants and Auditors	854	9,229	9,564	390	4,535	5,145
Health Technologists and Technicians	199	7,946	8,079	646	3,523	4,600
Social Welfare and Rec. Workers	312	7,015	7,433	266	3,969	4,896
Teachers, Elementary	825	6,899	7,196	5,513	5,430	6,189
Teachers, Secondary	1,957	7,622	8,010	1,635	6,304	7,000
Other Prof., & Technical	2,126	8,714	9,748	1,118	4,902	6,618
Managers & Administrators, Except Farm	18,149	8,736	9,001	3,714	4,253	4,836
Clerical and Related	6,993	6,896	7,549	22,878	3,117	3,909
Sales Workers	9,047	7,334	8,002	5,847	1,904	2,852
Craftsmen & Kindred Workers	22,805	6,298	6,856	1,145	2,547	3,597
Operatives, Except Transport	10,898	5,703	6,630	4,263	2,515	3,267
Transport Equipment Operatives	7,856	5,761	6,443	271	2,557	5,036
Private Household	45	N.A.	N.A.	3,846	524	930
Service, Except Private Household	10,360	3,556	5,024	21,099	1,720	2,649
Farm Laborers and Foremen	8,332	1,843	2,928	405	858	1,510
Laborers, Except Farm	7,863	3,542	5,428	542	1,599	2,920
Farmers and Farm Managers	39,168	4,808	4,929	1,141	2,103	2,061

N.A. Not Available
Source: 1970 South Dakota Census, Pc(1)-D43, Tables 175 and 176

TABLE 22
Job Openings Received and Filled with Average Rate Filled
South Dakota Job Service
for the Period 10-1-79/9-30-80

Dot Code *	Occupational Area	Job Openings Received		Job Openings Filled		Average Wage Filled
		Number	Percent	Number	Percent	
	Total	58,895	100.0	52,854	100.0	3.61
0-1	Professional, Technical, Managerial	5,159	8.8	3,183	6.0	5.13
20-24	Clerical	7,200	12.2	6,189	11.7	3.36
25-29	Sales	2,765	4.7	2,101	4.0	3.57
30	Domestics	10,139	17.2	10,046	19.0	3.17
31-39	Other Services	10,180	17.3	8,915	16.8	3.12
4	Farming, Fishery & Forestry	5,540	9.4	5,322	10.1	3.46
5	Processing	712	1.2	644	1.2	3.57
6	Machine Trades	1,137	1.9	935	1.8	4.02
7	Bench Work	1,457	2.5	1,358	2.6	3.33
8	Structural Work	5,249	8.9	5,059	9.6	4.09
90-91	Motor Freight Transportation	1,818	3.1	1,676	3.2	4.60
92	Packaging and Material Handling	7,106	12.1	7,034	13.3	3.91
93-97	Other Miscellaneous	433	0.7	392	0.7	4.16

* Dictionary of Occupational Titles
Source: South Dakota Employment Security Automated Reporting System (ESARS) Table B07

TABLE 23
Average Female Placement Wage
South Dakota Job Service
for the Period 10-1-79/9-30-80

	Average Hourly Wage		Female %
	All Persons	Female Only	of Average Placement Wage
Average Placement Wage	3.61	3.13	86.7
Age			
15 and Under	3.24	2.18	67.3
16-17	3.33	2.79	83.8
18-19	3.29	3.08	93.6
20-21	3.53	3.20	90.7
22-24	3.84	3.55	92.4
25-29	3.98	3.67	92.2
30-34	4.05	3.65	90.1
35-39	4.02	3.54	88.1
40-44	4.05	3.53	87.2
45-54	3.92	3.47	88.5
55-64	3.92	3.36	85.7
65 and Older	3.71	3.30	88.9
Highest School Grade			
0-7	3.32	2.12	63.9
8-11	3.37	2.79	82.8
12	3.68	3.18	86.4
Over 12	4.11	3.84	93.4
Residence			
Urban	3.45	2.93	84.9
Rural	3.84	3.38	88.0
Race			
White (Not Hispanic)	3.56	3.05	85.7
Black (Not Hispanic)	4.26	3.11	73.0
Hispanic	3.68	3.27	88.9
Amer. Indian/Alaskan Native	3.60	3.23	89.7
Asian/Pacific Islander	3.37	2.94	87.2
Handicapped	3.74	3.26	87.2
Eligible U.I. Claimant	3.95	3.43	86.8
Economically Disadvantaged	3.46	3.16	91.3
CETA Participant	3.32	3.11	93.7
Welfare	3.42	3.20	93.6
WIN	3.30	3.25	98.5

Source: South Dakota Employment Security Automated Reporting System (ESARS)
Table 15

TABLE 24
Characteristics of Individuals Placed SD Job Service
for the Period 10-1-79/9-30-80

			Vertical Distribution		Horizontal Distribution	
	Male	Female	Male	Female	Male	Female
Total	16,162	14,427	100.0	100.0	52.8	47.2
Age						
15-19	6,166	5,331	38.2	36.9	53.6	46.4
20-24	3,995	3,724	24.7	25.8	51.8	48.2
25-34	3,588	2,988	22.2	20.7	54.6	45.4
35-44	1,228	1,251	7.6	8.7	49.5	50.5
45-54	711	703	4.4	4.9	50.3	49.7
55-64	380	348	2.3	2.4	52.2	47.8
65 and Older	94	82	0.6	0.6	53.4	46.6
Highest School Grade						
0-7	1,075	482	6.7	3.3	69.0	31.0
8-11	5,981	4,491	37.0	31.1	57.1	42.9
12	5,453	5,309	33.7	36.8	50.7	49.3
Over 12	3,653	4,145	22.6	28.7	46.8	53.2
Residence						
Urban	8,119	7,364	50.2	51.0	52.4	47.6
Rural	8,043	7,063	49.8	49.0	53.2	46.8
Race						
White (Not Hispanic)	12,928	12,107	80.0	83.9	51.6	48.4
Black (Not Hispanic)	90	54	0.6	0.4	62.5	37.5
Hispanic	120	55	0.7	0.4	68.6	31.4
Amer. Indian/Alaskan Native	2,577	1,754	15.9	12.2	59.5	40.5
Asian/Pacific Islander	88	61	0.5	0.4	59.1	40.9
INA	359	396	2.2	2.7	47.5	52.5
Handicapped						
Physically Disabled	879	371	5.4	2.6	70.3	29.7
Mentally Retarded	83	32	0.5	0.2	72.2	27.8
Mentally Restored	152	47	0.9	0.3	76.4	23.6
Eligible U.I. Claimant	1,639	851	10.1	5.9	65.8	34.2
Economically Disadvantaged	4,252	4,294	26.3	29.8	49.8	50.2
CETA Participant	2,057	2,118	12.7	14.7	49.3	50.7
Welfare	488	1,259	3.0	8.7	27.9	72.1
WIN	76	852	0.5	5.9	8.2	91.8

Source: South Dakota Employment Security Automated Reporting System (ESARS), Table 3

VI. TRAINING OPPORTUNITIES FOR WOMEN

A. Work Incentive Program (WIN)- This program, authorized by amendments to Title IV of the Social Security Act in January 1968, is designed to help recipients of Aid to Families with Dependent Children (AFDC) obtain employment and become self-supporting wage earners, independent of welfare.

All persons 16 years of age or older who are receiving or applying for AFDC are required to register with WIN unless they are legally exempt. Those exempt include persons who are: (1) under 16 years of age, or between 16 and 21 attending school; (2) ill, incapacitated or over 65 years of age; (3) living too far from a WIN project to participate; (4) required in the home because of the illness or incapacity of another member of the household; (5) the mother or other caretaker relative of a child under the age of 6; or (6) the mother or other female caretaker of a child as long as the nonexempt father or other nonexempt adult male in the home registers.

Registrants who come to WIN lacking job skills may be provided with classroom or on-the-job training (OJT) or be placed in work experience with a public or private nonprofit agency. Registrants for whom a job in the regular economy is not immediately available may be placed in transitional public service employment (PSE). Supportive service is given to those registrants who need day care for their children, have health problems, lack transportation or have other personal problems.

The administration of the WIN program in South Dakota is a joint effort between the Department of Social Services and the Job Service Division of the Department of Labor. Social Services provides social, medical and child care services while Job Service provides counseling, employability planning, work and training assignments, job placement and other assistance.

B. Comprehensive Employment and Training Act (CETA) - This act is designed to provide training and employment opportunities for economically disadvantaged, unemployed and underemployed persons to enable them to secure self-sustaining, unsubsidized employment. Its activities are to be planned and operated by state and local governments, subject to federal supervision.

As with the WIN program, services include classroom training, on-the-job taining, work experience, public service employment, counseling, testing, job development, child care and other supportive services. CETA resources are targeted mainly to the disadvantaged and low income persons.

Title III of the act, as amended in 1978, specifically includes women, single parents and displaced homemakers in the list of groups eligible for special consideration and activity because of their relative disadvantage in the labor market. Extra effort was to be made to place women in more nontraditional jobs rather than the stereotyped jobs associated with low pay and lack of opportunity for advancement.

C. Apprenticeship Programs - Since its creation in 1937 under the National Apprenticeship Act, the Bureau of Apprenticeship Training has encouraged the development of voluntary apprenticeship programs. Although throughout the years this program has attracted a great number of participants, women have not or were unable to take advantage of the program.

Provisions of the amended act effective June 12, 1978 was intended to increase the participation of women in apprenticeship programs with special emphasis on entry into nontraditional occupations. Latest national figures available show only 3.1 percent of the participants to be women but they comprised 4.3 percent of the newly registered apprentices.

Very little activity exists for this program in South Dakota. A check with a local Job Service Office would determine if an opportunity exists for a particular area.

D. Displaced Homemaker - Although not a separate training program, some space will be devoted to this special segment of the increasing problem many women face. In general, a displaced homemaker is a person who has not been in the labor force for a substantial number of years because of family responsibilities and is no longer supported by a family member, but who is seeking employment.

After years of shouldering the responsibility of homemaker, a wife may suddenly, through death or divorce, find herself alone or with children and no marketable job skills. Too young to draw Social Security benefits or unable to collect the support payments due her, the displaced homemaker is forced to seek employment in a labor market strange to her.

Economic necessity has forced nearly half of the families in the United States to resort to a dual-earning existence in order to maintain the standard of living they are accustomed to. The displaced homemaker is faced with the sudden problem of a reduction in that standard of living, mounting debts and a desire to obtain gainful employment.

Both the WIN and CETA programs, previously discussed, place special emphasis on the displaced homemaker problem. Those persons desiring further information should contact a Department of Social Services or local Job Service Office for further information.

TABLE 25
Cumulative Individual WIN Registrants
South Dakota Job Service
Fiscal Year 1980, 10-1-79/9-30-80

	Number	Percent
Total	4,493	100.0
Sex		
Male	326	7.3
Female	4,167	92.7
Age		
15-19 Years	597	13.3
20-24	816	18.2
25-34	1,677	37.3
35-44	937	20.9
45-64	462	10.3
65 Years and Over	4	0.1
Education		
0-7 Years	141	3.1
8-11	1,668	37.1
12	1,904	42.4
Over 12 Years	780	17.4
Ethnic		
White	2,934	65.3
American Indian	1,487	33.1
Other	72	1.6
Family Size		
1-2	1,508	33.6
3-5	2,701	60.1
6-8	250	5.6
9 Plus	34	0.8

Source: South Dakota Employment Security Automated Reporting System (ESARS)

VII. LEGISLATION AFFECTING WOMEN

Title VII of the Civil Rights Act of 1964, as amended in 1972, prohibits discrimination in all aspects of employment including hiring, firing, promotions, training, fringe benefits, seniority and retirement on the basis of race, color, religion, sex or national origin. It prohibits discrimination by employment agencies, labor unions, government and educational institutions as well as employers.

Executive Order No. 11246 of September 23, 1965, prohibited discrimination in employment under federal contracts and subcontracts on the basis of race, color, religion and national origin, but not by sex. The order was later amended by Executive Order No. 11375 of October 13, 1967, to add a prohibition against sex discrimination. The order also requires employers to commit themselves to affirmative action programs to assure equal employment opportunity for women and minority groups.

Age Discrimination in Employment Act of 1967 prohibits government employers, private employers, employment agencies and unions from discriminating against persons between the ages of 40 and 65 because of their age. Older women are frequently discriminated against in favor of younger women, especially in female-dominated occupations such as secretarial work. This act is of particular importance to women re-entering the labor force after having been inactive for a substantial period of time.

Fair Labor Standards Act of 1938, as amended in 1964, establishes minimum wage rates for covered employees with provisions to raise minimum rates at stated intervals. It prohibits employers from discriminating on the basis of sex in paying wages for equal work on jobs, the performance of which requires equal skill, effort and responsibility performed under similar working conditions. Most nonagricultural workers must be paid a minimum wage for the first 40 hours worked per week and one and a half times their regular wage for all hours worked thereafter.

Title IX of the 1972 Educational Amendments prohibits sex discrimination under educational programs or activities receiving federal finahcial assistance. The prohibition covers discrimination in employment of teachers and other school personnel as well as in admissions, financial aid and access to education programs and activities.

Equal Credit Opportunity Act, effective October 1975, makes is unlawful for any creditor such as banks, finance companies, department stores, credit-card firms or public utilities to deny or discourage credit on the basis of the applicant's sex or marital status. The federal regulation is intended to eliminate discrimination against single or married women when applying for credit.

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This report, more or less, is intended to present the problems women face in the labor market. Narrative and historical tables present many of the inequities they have faced in the past. No intentional attempt has been made to offer solutions to those problems or to forecast future developments to any degree. The following terms are used frequently in this report and are listed below for ready reference.

Civilian Labor Force (CLF) - All persons 16 years of age and over residing within a specific geographic area, excluding members of armed forces, who are classified as employed, unemployed and seeking employment, or involved in a labor dispute.

(Civilian) Labor Force Participation Rate - The civilian labor force as a percent of the civilian non-institutional population 16 years of age or over.

Employed - Employed persons are all those who: (a) worked for pay at any time during the survey week, (b) worked 15 hours or more as unpaid workers in a family business, or (c) had a job but were not working due to illness, bad weather, etc.

Nonagricultural Wage and Salary Employment - All full-time and part-time employees of all classes (including employees on paid vacation or paid sick leave) who work in or receive compensation from nonagricultural establishments for any part of the pay period including the 12th of the month. It does not include pensioners, members of the armed forces, self-employed or unpaid family workers and persons on leave of absence without pay.

Service Occupations - refer to the category of jobs performed in and around private households; serving individuals in institutions and in commercial and other establishments; and protecting the public against crime, fire, accidents, and acts of war. All industries employ workers in service classifications. The numerically important groups include culinary and related food workers, cosmetologists, attendants in hospitals, barbers, janitors, porters and cleaning persons.

Unemployed - is defined as persons in the labor force 16 years old and over who did not work during the reference period, (i.e., the week including the 12th of the month), but who made specific efforts to find a job within the last 4 weeks and who were available for work during the reference week. Also included were those who were not working and were waiting to report to a new wage or salary job within 30 days.

Unemployment Rate - The unemployment rate is derived by dividing the total number of unemployed by the total civilian labor force, the result expressed as a percentage referred to as the "unadjusted unemployment rate." This rate usually is statistically modified to yield a "seasonally adjusted unemployment rate."